

## **Environmental, Health, Safety and Sustainability policy**

Dematic Benelux has committed itself to conducting its global business in a responsible manner that promotes environmental stewardship and protects the health and safety of our employees.

### **Objective**

The objective of this policy is to ensure that Environmental, Health, Safety and Sustainability (EHS & S) is a priority throughout Dematic and that EHS & S is integrated into every Business Unit and functions throughout the company. Dematic's EHS & S Management system is supported by Dematic's Global Leadership Team and driven by all local management teams.

### **Policy principles**

Dematic is committed to operating in accordance with the following principles while conducting its business.

- Establish and maintain a strong and sustainable EHS & S culture.
- Comply with all applicable Environmental, Health, and Safety laws and regulations.
- Strive to implement high-level standards of EHS & S for all its employees and all those affected by its business activities.
- Provide a safe working environment by identifying, eliminating, or reducing risks to an acceptable level using a recognized risk management approach.
- Provide EHS & S training and information to its employees to enable them to perform their roles safely.
- Involve and engage Dematic employees through participation and consultation in the development and improvement of the EHS & S management system.
- Continual improvement of the environmental management system and of the health and safety management system to enhance EHS & S performance.
- Consider the Environmental, Health, and Safety aspects and impacts in the course of developing new products or processes.
- When selecting production materials and implementing production processes, strive for effective utilization of raw materials, efficient use of natural resources, and reusable or recyclable materials where possible.
- Show sensitivity to community and other interested parties regarding environmental, health, and safety concerns.
- Conduct the business with a commitment to pollution prevention in all facets of the operation.

Our employees are constantly made aware of the importance of Dematic Benelux's safety management systems. Stakeholders will be involved where necessary and appropriate in efforts to improve environmental performance.

## Responsibility

Management at each Dematic Benelux site has the responsibility to implement these principles and other required elements of the EHS & S management system. Every Dematic employee is expected to understand and comply with the EHS & S procedures and practices of his or her position. All employees have a duty to act in an environmentally responsible and safe manner and to report their EHS & S problems or concerns to their supervisor.

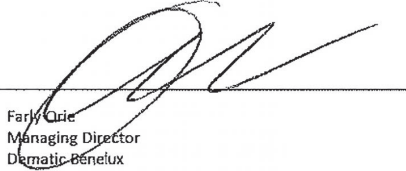
The cooperation and commitment of all Dematic Benelux employees is crucial for protecting the health and safety of all Dematic Benelux stakeholders.



Francis De Bakker  
Managing Director  
Dematic Benelux

24 October 2022

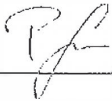
Date:



Farly Orie  
Managing Director  
Dematic Benelux

25 October 2022

Date:



Patrick Gnee  
EHS Director  
Dematic Benelux

25/10/2022

Date: